



NATIONAL GUARD BUREAU

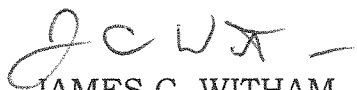
1636 DEFENSE PENTAGON
WASHINGTON DC 20301-1636

FEB 27 2013

MEMORANDUM FOR SEE DISTRIBUTION

Subject: Managing Effects of Sequestration on National Guard Personnel

1. The Secretary of Defense has formally notified Congress that the Department of Defense (DoD) is considering implementing civilian furloughs, should sequestration occur in its present form on 01 March 2013. While Congress may enact last-minute agreements before 01 March that may avert certain provisions, civilian furloughs may still occur. There are many financial effects to address, but the most direct effect on many of our full-time support personnel is the possibility of up to 22 unpaid furlough days through the end of the fiscal year.
2. DoD is working on specific furlough implementation guidance for the entire force, which is anticipated to be issued shortly. With very few exceptions, this guidance will likely apply to all civilian personnel at the National Guard Bureau, Army National Guard, and Air National Guard, and dual-status and non-dual status National Guard technicians across the States, Territories, and the District of Columbia. It currently appears that the aforementioned employees will likely take up to 16 hours of unpaid leave each pay period, beginning in late April. We recognize the serious impact this will have on our employees, as this effectively constitutes a 20 percent pay cut. All affected employees will receive at least 30 days notice before furloughs begin.
3. This issue is not only about how our mission and readiness will suffer — it is also about the potential negative effects on employee finances and the finances of their families. While hoping for the best, plan for the worst. Supervisors should direct those needing help to the right resources and plan ahead to adjust workload fairly and efficiently. For each affected employee, do not hesitate to talk with supervisors or ask coworkers for help.
4. National Guard senior leaders will continue to work with Congress to avert or alter sequestration and look for ways to reduce the human cost. Sequestration is a fast-moving issue and final details can change, but all must prepare as if it will occur. Personnel will be kept up-to-date with the most current information. Please continue to be patient, and know that the devotion to our nation's security demonstrated by all National Guard personnel is truly appreciated.



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